

June 2003. I Lance Sanders submitted my application for employment for a position as a Bus-operator for First Transit at 3036 Antoine. To my knowledge I wasn't selected because the Bus-operator Michael Turner who referred me, Chris Bolton the safety manager had issue. I spoke to Chris Bolton who told me that I had Class B CDL to many application although I had Class C license they were hiring applicants with Class C license. I filed a complaint with EEOC.

on January 22, 2007 I applied at First Transit 17340 Rental Car Ave and was hired by Frank Walker: Safety Manager after becoming a First Transit Bus-operator May 2007. I requested a transfer to 3036 Antoine with would have increase my wages and benefits I was interviewed by David Johnson then the Safety manager and was denied he did not accept me although I was a full-time Bus-operator with First Transit, he accepted a Bus-operator who was transferring although she was part-time. He told me he hire who he wanted to hire. I filed a complaint with EEOC. and called Joyce M. Dilley, HR Manager for First Transit, Inc. which she said he could not do that. She mayed it possible for me to transfer and remove David Johnson from his position.

I begin Training a First Transit 3036 Antoine at the end of October 2007 and at day of graduation Chris Bolton and David Johnson informed me that I was dismissed because I had a Class C Misdemeanor although I found out there were employees working with Class C Misdemeanor as well as Class A and B. I was hired through First Transit at the airport and went to Homeland Security, I believe I was dismissed because I filed with EEOC. on both of those guys. By being transferred it would increase my wages. I could not stop me from transferring. Thank you

Lance Sanders

United States District Court
Southern District of Texas
JUN 09 2008
Michael N. Milby, Clerk

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Mr. Lance Sanders**
16818 Carl Ave. #2-038
Houston, TX. 77060

From: **Houston District Office**
1919 Smith St, 7th Floor
Houston, TX 77002

United States District Court
 Southern District of Texas
 FILED

JUN 09 2008

Michael N. Milby, Clerk



On behalf of person(s) aggrieved whose identity is
 CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

460-2007-04734

Nicholas Alwine,
Enforcement Supervisor

(713) 209-3422

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

R.J. Ruff, Jr.,
District Director

Enclosures(s)

3/13/08
 (Date Mailed)

cc: **Ms. Joyce M. Dilley, HR Manager**
First Transit, Inc.
2910 S. Archibald, Ste. A-138
Ontario, CA. 91761

Lance Sanders
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Houston, Texas 77060